

Sergeants Major Course (SMC) Class 72 FAQs (As of 17 Feb 22)

1. Will I be frocked to SGM upon Graduation? No; since the graduates were not selected by a HQDA selection board for promotion to SGM and assigned a promotion sequence number they are no longer considered promotable or MSG (P) and will continue to wear MSG rank until they are identified for promotion to SGM. Class 71 was the last class who received a promotion sequence number and are considered MSG (P) and authorized frocking to SGM

2. When will I know when I will be promoted to SGM? We must exhaust the promotion list for class 71 before we can begin promoting the graduates from class 72. Currently, we are projecting to exhaust the class 71 selection list during the December 2022 promotion month. Once the class 71 selection list is exhausted, we anticipate transitioning to begin promoting off the Class 72 OML during the January 2023 month. The SGM promotions will be announced monthly by HRC's Promotions Branch. The class 72 OML will be used for promotions through the July 2023 promotion month. Beginning with the August 2023 promotion month we will begin using the new SMC trained MSG OML (released via ACT June 2023). This OML will consist of those MSGs from class 72 not yet promoted to SGM and class 73 students combined on one OML determined by the FY 22 CSM/SGM Evaluation Board. That OML will be used to inform SGM promotions through the July 2024 promotion month where it will be replaced by the FY 23 CSM/SGM Evaluation Board OML for SMC trained MSGs starting with the August 2024 promotion month. You can track all promotion information on the HRC Enlisted Promotions Branch website at the following link:
<https://www.hrc.army.mil/content/Enlisted%20Promotions>.

3. When will I find out my OML standing? The OML will be released on or about 20 June 2022 via the Army Career Tracker.

4. When will I know my post-graduation follow on assignment? SMMD will provide a list of NCOs in class 72 projected to SGM billets on or about 20 January 2022 of their follow on assignment. Those MSGs not identified for a SGM billet will be contacted by their career branch NLT the end of February to discuss their preferences and post-graduation assignment opportunities. However, it is possible your original assignment could change, but we will do our best to minimize the potential turbulence.

5. How was my assignment determined regarding whether I went to a SGM position or will return to a 1SG or MSG billet? Based on projected SGM vacancies we utilized the class 72 OML along with individual preferences to inform assigning those at the top of the OML for their Career Progression MOS (CPMOS) for utilization in SGM billets. Those personnel who were not identified to fill a SGM billet, will have their post-graduation assignment decision made by their career branch and not SMMD.

6. What happens if I am not promoted to SGM prior to the next CSM/SGM Evaluation Board? If you are not promoted to SGM prior to the next evaluation board then your records will still be evaluated by the CSM/SGM Evaluation board. This board

will establish a new OML of SMC trained MSGs (class 72) and currently enrolled SMC students (class 73) that will be used for future promotions to SGM until that OML is replaced by a recurring OML by the next CSM/SGM Evaluation Board. Once you are promoted to SGM your records will be evaluated and placed on an OML for the CSM/SGM population.

7. If I am not selected for SGM prior to the next evaluation board who will manage my future assignments? It depends on your CMF, OML standing and future SGM projected promotions. If you have high promotion potential then your assignment will be determined by SMMD, otherwise you will continue to be managed by the appropriate career division.

8. If I am slated to a SGM position does that guarantee that I will be promoted to SGM? No! There are certain CMFs that you may be needed to serve in a SGM billet due to that CMF's inventory filling MOS immaterial billets. Promotions to SGM will still be determined when valid SGM requirements become available for that CPMOS in order to maintain 100% operating strength for the E-9 grade plate.

9. Will I be able to compete for CSL billets? You are not eligible to compete for CSL until you are promoted to SGM. If you are promoted to SGM NLT 1 July 2023 prior to the August 2023 CSM/SGM Evaluation Board then your records will be evaluated and placed on the CSM/SGM OML. You will then be eligible to compete for CSL billets based on your board OML standing.

10. If I am utilized in an E-8 billet upon graduation will that hinder my future promotion potential? Your standing on the OML is merit based so where you stand amongst your peers will depend on the quality of the other NCOs within your CPMOS. As a professional NCO we encourage you to seek the duty positions that will continue your professional development and make yourself the most competitive for promotion. Determine what experiences you lack and seek them out to improve your overall competitiveness. Therefore, whether you're assigned to a SGM or MSG billet should not matter as the Army and those you serve and lead are counting on your professionalism and skills and experience to make their organization successful.

11. If I am utilized in a SGM billet will I be granted "6S" or "7S" credit as a MSG. Unfortunately DA PAM 611-21, table 12-2 only allows the ASI "6S" to be awarded to those NCOs who are E-8 (P) and E-9s while you must be an E-9 to be awarded the ASI 7S. Award of a PDPC will be restricted to Soldiers once promoted to SGM. However, NCOs serving in a higher graded position are credited for their performance which is reflected on their record brief (assignment history), and NCOER. Consideration of service in a higher graded position impacts future placement on an OML and counts towards eligibility for consideration in higher level assignments (i.e., 6K, 7S, etc.).

12. I completed a PME waiver and left my family in XXXXXX (location). Does that mean I will be assigned back to XXXXXX after graduation? No, a PME waiver

granted prior to attending the course in no way guarantees you an assignment back to a specific location.

13. Can I retire in lieu of proceeding on my post-graduation assignment?

No, upon graduating the Sergeants Major Course you incur a 24 month Service remaining requirement that you must fulfill prior to being eligible to retire.

14. I was promised a specific position by a Nominative CSM, will I get that assignment? No, although we value and consider the input of our Nominative CSMs/SGMs, student assignments are completed exclusively by the Sergeants Major Management Division or the Career Branch within HRC's Enlisted Personnel Management Directorate. We are tasked with the responsibility of maintaining Army Readiness, while also trying to professionally develop every NCO across the Army.

15. When it comes to assignments priority, do MACP and EFMP take priority over OML? In accordance with AR 614-200 Section IV, enrollment in the MACP does not guarantee reassignment together but does ensure that both Soldiers will be automatically considered for future joint-domicile assignments. SMMD will work the individual Soldier to do everything to accommodate establishing a joint domicile while fulfilling the Army's mission. Soldiers married to a member of another branch of the U.S. Military (Air Force, Navy, etc.) are not eligible to enroll in the MACP program for automatic joint domicile consideration. However, Soldiers may request reassignment to join their spouse by submitting a DA Form 4187 to their career branch at HRC, Fort Knox, KY. The Army's intent is to extend the courtesy of the MACP to the other services and accommodate joint domicile whenever possible, with the needs of the Army being the final determining factor.

EFMP enrollment is designed to aid in the assignment process only, and does not adversely affect a Soldier's career. When a Soldier who is enrolled in the EFMP is nominated for assignment, HRC will coordinate the availability of required care at the gaining installation. When services are available, the assignment is processed; if not, HRC considers alternative assignment locations based on existing priorities. Deletion from assignment instructions is not granted solely because of EFMP enrollment. The EFMP is an assignment consideration, and not an assignment limitation. HRC will not knowingly assign a Soldier, with their Family, to a location that cannot support the Family's medical needs.

Any NCO enrolled in MACP or with a family member enrolled in EFMP will have those factors inform all assignment decisions to include OML standing as we try to accommodate preferences as well while ensuring we maintain Army readiness. Individual NCOs must take the appropriate measure to ensure their records reflect their status regarding MACP or their EFMP is updated so the Talent Manager has the most current information in order to inform assignment decisions.

16. In the future, if we do not get promoted before Class 73 graduates, will we still fall under SMMD or will we fall under our original CMF branch? It depends on your CMF, OML standing from the FY 22 CSM/SGM Evaluation Board and future SGM projected promotions. If you have high promotion potential then your assignment will be determined by SMMD, otherwise you will continue to be managed by the appropriate career division against an E-8 requirement.

17. Why do we not fall under a market place like the rest of the enlisted population? Due to several factors such as CSL and the turbulence within the E-9 grade plate we did not put class 72 into a market place. We are currently reviewing the possibilities of having a marketplace for the MSG Sergeant Major Course trained population to include class 73. Once those decisions are made HRC will be publishing implementation guidance and contacting those NCOs who would be eligible.

18. How soon after when we PCS can we be reconsidered for a SGM position? It depends on your CMF, OML standing from the FY 22 CSM/SGM Evaluation Board and future SGM projected promotions. SMMD will review all projected vacancies and work with the Senior Mission Commander and their G-1 SGMs to identify the NCOs available to fill vacant SGM billets.

19. After the first year on station of our new assignment, will we have the opportunity to PCS again? It depends on your CMF, OML standing from the FY 22 CSM/SGM Evaluation Board and future SGM projected promotions. SMMD will review all projected vacancies and work with the Senior Mission Commander and their G-1 SGMs to identify the NCOs available to fill vacant SGM billets. If there is a need to move a school trained MSG or recently promoted SGM to fill a SGM vacancy then your Talent Manager will reach out to you to discuss opportunities and your availability to move in order to fill that requirement.

20. What should we start thinking about when it comes to nominative positions? The Army needs you to perform to the best of your abilities in whatever duty position you're assigned. Once a NCO is promoted to SGM then SMMD will continue to utilize your talents in the appropriate duty positions for your CMF IAW DA PAM 600-25 and DA 611-201. This will provide you the professional development required to ensure you're prepared to assume a nominative position whenever you may be eligible.

21. How did SMAP affect the slating for this last BDE CSL? Was there changes from the initial OMLs or did the OMLs align with the SMAP OMLs? The SMAP OMLs were used to inform BDE CSM slating. The SMAP OMLs reinforced the initial OML standings for those NCOs that were best qualified and eligible to serve as a Bde CSM. There were minimal changes from the SMAP OML that changed the slating results and those NCOs found not yet ready were notified through their chain of command. Those NCOs who attended SMAP received individual feedback on their standing and what areas they can improve upon in order to make them even better leaders.

22. With us not getting credit for 6S time as MSGs, how will this impact our time in position when in regards to eligibility to move? It depends on your CMF, OML standing from the FY 22 CSM/SGM Evaluation Board and future SGM projected promotions. Some NCOs may continue to serve in a SGM billet if the inventory needs still exist. SMMD will review all projected vacancies and work with the Senior Mission Commander and their G-1 SGMs to identify the NCOs available to fill vacant SGM billets. If there is a need to move a school trained MSG or recently promoted SGM to fill a SGM vacancy then your Talent Manager will reach out to you to discuss opportunities and your availability to move in order to fill that requirement. Award of a PDPC will be restricted to Soldiers once promoted to SGM. However, NCOs serving in a higher graded position are credited for their performance which is reflected on their record brief (assignment history), and NCOER. Consideration of service in a higher graded position impacts future placement on an OML and counts towards eligibility for consideration in higher level assignments (i.e., 6K, 7S, etc.).

23. With the new ASIs for SGM and nominative identifications, will SGM be able to repeat SGM level positions or will it remain up, or out? It really depends on the CMF and the number of duty positions that CMF has versus other immaterial or broadening opportunities. It is possible to move to a similar level PDPC coded position as we manage the entire inventory, consider assignment preferences and the professional development opportunities available along with their OML standing. Our goal is to provide every NCO with the opportunity to serve in duty positions that will continue their professional development and to utilize their talent throughout the remainder of their Army career.